UNITED NATIONS **A**

General Assembly

Distr.
GENERAL

A/49/495
10 October 1994
ENGLISH
ORIGINAL: FRENCH

Forty-ninth session
Agenda item 12

REPORT OF THE ECONOMIC AND SOCIAL COUNCIL

Letter dated 10 October 1994 from the Permanent Representative of Morocco to the United Nations addressed to the Secretary-General

I have the honour to transmit to you, attached, the text of the Tangier Declaration adopted by the Pan-African Conference of Ministers of the Civil Service held in Tangier (Morocco) on 20 and 21 June 1994.

I should be grateful if you would have the text of this letter and its annex circulated as a document of the General Assembly, under agenda item 12.

(Signed) Ahmed SNOUSSI
Ambassador
Permanent Representative

94-39363 (E) 121094 131094 141094

/...

ANNEX

Tangier Declaration

The African Ministers of the Civil Service, at the invitation of the Kingdom of Morocco, met in Tangier on 20 and 21 June 1994 at a Pan-African Conference jointly organized by the Department for Development Support and Management Services of the United Nations Secretariat and the African Training and Research Centre in Administration for Development (CAFRAD).

Reflecting on the general theme of inter-African cooperation in the civil service and administrative reform, and having inventoried and examined the whole range of issues relating to the functioning of civil services, human resources management and the general environment of administration in Africa,

The Conference considers that the political and economic upheavals of recent years place new responsibilities on African public administrations; they are not only called upon to pursue their activities relating to economic growth and the development of basic infrastructural facilities, but are also required to assume other, no less important functions; ensuring social development, combating socio-economic disparities, preparing appropriate conditions for the development of the private sector, both national and foreign, and modernizing administrative structures while seeking to respond to a twofold demand - to ensure a civil service that is close to the citizens and to provide quality services.

To this end, the Conference considers that any sustainable economic and social development must be backed by an efficient, competent and responsible administration.

It considers that investment in human resources constitutes the essential basis for the development of nations and a principal factor in achieving progress and welfare.

The Conference finds that the development policies pursued to date have not achieved all their objectives, in that they do not establish a sufficient link between the implementation of development programmes and the mobilization of the necessary human resources. Accordingly, the Conference attaches particular importance, in any development policy, to taking the human factor into account.

Within this context, administrative reforms, and hence an improvement in the performance of the public sector, depend on the African States' ability to make effective use of the human capital which exists in their administrations and to mobilize the necessary means to this end.

The Conference feels that the initiatives taken, in the context of structural adjustment policies, to reduce the cost and size of civil services and to cut back on their staff have not always been based on a policy conceived and defined for the long term.

The Conference therefore considers it necessary in the future to go beyond the requirements and needs made apparent by structural adjustment policies and to initiate concrete policies for the civil service, instead of continuing to manage crises as and when they arise.

This involves promoting the conditions for a strong and an efficient civil service capable of meeting the challenges posed by national economic development and the specific conditions of the world economy.

It is only on this basis that the elements will be established for an environment conducive to the emergence of an administration in the service of development and to the establishment of relations of complementarity and synergy between the public and private sectors in our States.

In the light of these various considerations, the Conference feels it necessary to make the international community aware of the difficulties the African States are facing, and of their needs, with a view to increasing the level of assistance for the development of the administration and its modernization.

The Conference considers that the pan-African meeting of Ministers of the Civil Service is a major contribution to the attainment of these objectives. It therefore decides to institutionalize the Pan-African Conference, which will be held every three years.

In addition, the Conference decides:

(a) To proclaim 23 June each year as African Administration and Civil Service Day;

(b) To establish a prize known as the Prize for the Promotion of the Civil Service, to be awarded to a scientific publication dealing with adminstration in Africa.

The Conference,

Considering that the difficulties of African administrations are not specific to this continent, but that administrations everywhere are having to deal with the management of development,

Considering that the experience gained in this field in some countries deserves to be known and shared,

Considering finally that a strategy should be defined at the international level with regard to the role of public administrations in development,

Suggests the organization of a world conference on administration and development.

To this end, the Conference instructs its Chairman to make the necessary approaches to the Secretary-General of the United Nations and to other relevant United Nations agencies for the holding of the world conference.

Lastly, the Conference requests its Chairman to keep members informed of the action taken by him in implementation of this declaration.